

## Judicial Code of Conduct Workshop Report

The Training and Specialization Affairs Unit support the Judicial Council. In cooperation with the Rule of Law Project, they held a workshop entitled ***Judicial Code of Conduct*** from 15-17/10/2011.



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## Summary

The Training and Specialization Affairs Unit, in cooperation with the Rule of Law Project (ROLP), held a workshop entitled ***Judicial Code of Conduct***. The workshop was conducted with the assistance of a cassation court judge assigned by the Chief Justice who facilitated the session and managed discussions; 73 newly-appointed judges attended the workshop.

This workshop implements the work plan of the Training and Specialization Affairs Unit which aims at advancing the performance of judges inside the court room and instilling rules of conduct with the general public and lawyers. Additionally, the topics of judicial independence and litigation (fair trial) guarantees were also discussed.

In response to this training, it was suggested that judges be required to stay abreast of developments through continuous training that aims at advancing their capabilities and competence.

To achieve the above-mentioned objectives, the Rule of Law Project, in coordination with the director of the Training and Specialization Affairs Unit, introduced a new training methodology. The traditional training delivery technique relied solely on prepared training material which the trainer presents to the audience without allowing attendees to voice their views/opinions. Each day, three attendees were assigned the task of preparing introductory paragraphs after which the cassation judge, the session facilitator, would manage discussions and summarize the final recommendations.



## Workshop Agenda:

The workshop Agenda was divided to 3 parts related to the Judicial Code of Conduct:

- Independence of the Judiciary and Trial (litigation) Guarantees.
- Judicial Conduct and the Relation of the Judge with Lawyers.
- Competence and Capabilities

### First Day (2011/10/16)

Arrival		9:30-9:00
Judge Nasha'at Al-Akhras	Welcoming Speech	9:45 -9:30
Judge Insaf Abu Mayyaleh	Power Point presentation "Independence of the Judiciary and Trial (litigation) Guarantees."	10:15 -9:45
Cassation Judge Mohammad Homs	Discussion Session	11:00- 10:15
Coffee Break		11:15 -11:00
Judge Inas Al-Omari	Power Point Presentation "Judicial Conduct and the Relation of the Judge with Lawyers."	11:45 -11:15
Cassation Judge Mohammad Homs	Discussion Session	1:00 -11:45
Coffee Break		1:15 – 1:00
Judge Wissam Al-Khasawneh	Power Point Presentation "Competence and Capabilities"	1:45 – 1:15
Cassation Judge Mohammad Homs	Discussion Session	2:15 – 1:45

Recommendations	2:30 – 2:15
Lunch	2:30

## Second Day 17/10/2011

Arrival		9:30-9:00
Judge Nasha'at Al-Akhras	Welcoming Speech	9:45 -9:30
Judge Hiba Abu Jamaa'a	Power Point presentation "Independence of the Judiciary and Trail (litigation) Guarantees."	10:15 -9:45
Cassation Judge Mohammad Homs	Discussion Session	11:00- 10:15
Coffee Break		11:15 -11:00
Judge Manal Masalmeh	Power Point Presentation "Judicial Conduct and the Relation of the Judge with Lawyers."	11:45 -11:15
Cassation Judge Mohammad Homs	Discussion Session	1:00 -11:45
Coffee Break		1:15 – 1:00
Judge Othman Bani Taha	Power Point Presentation "Competence and Capabilities"	1:45 – 1:15
Cassation Judge Mohammad Homs	Discussion Session	2:15 – 1:45
Recommendations		2:30 – 2:15
Lunch		2:30

## Workshop Attendance and participants:

The workshop was attended by a group of newly appointed judges. Attendees were split into two groups: first group was made of 37 judges and the second group was made of 36 judges in addition to H.E. cassation judge Mohammad Al Humsi and Dr. Nashat Al Akhras, the judge heading the Training and Specialization Affairs Unit.

### First Day:

	Name	Position		Name	Position
1	Judge Mohammad Al-Humsi	Cassation Court	21	Judge Farah Odaibat	North Amman First Instance Court
2	Judge Nasha'at Al-Akhras	Head of Training & Specialization Unit	22	Judge Abdel Kakeem Al-Hammad	East Amman First Instance Court
3	Judge Khaled Samamah	Head of Planning & Development Unit	23	Judge Muna Masoud	North Amman First Instance Court
4	Judge Insaf Abu Mayyaleh	Customs Court	24	Judge Hiba Jafaar	West Amman First Instance Court
5	Judge Wasan Al-Quraan	Irbid First Instance Court	25	Judge Rana Arnaout	State Lawyer Assistant/ Madaba
6	Judge Amani Al-Majali	Amman First Instance Court	26	Judge Eyad Hassan	State Lawyer Assistant/ Zarqaa
7	Judge Asmaa' Salaymeh	State Lawyer Assistant / Irbid Court	27	Judge Israa' Al-Subaihat	Amman First Instance Court
8	Judge Rasha Al-Khateeb	Irbid First Instance Court	28	Judge Ra'ed Arjan	Amman First Instance Court
9	Judge Khaled Al-Qurayyat	Zarqa First Instance Court	29	Judge Mashhour Al-Barakat	Jarash First Instance Court
10	Judge Rabab Al-Biss	State Lawyer Assistant / Irbid Court	30	Judge Kholoud Sawalha	Irbid First Instance Court
11	Judge Wissam Al-Khasawneh	Zarqa First Instance Court	31	Judge Abdel Rahman Al-Nusairat	South Amman First Instance Court
12	Judge Sukayna Al-Hussameyeh	West Amman First Instance Court	32	Judge Maysaa Abu Dayyeh	Salt Amman First Instance Court
13	Judge Inas Al-Omari	Irbid First Instance Court	33	Judge Iman Al-Azzam	Amman First Instance Court
14	Judge Amer Al-Nawayseh	Russayfeh Conciliation Court	34	Judge Suzan Al-Khraisat	Amman First Instance Court
15	Judge Alia Al-Hammad	Amman First Instance Court	35	Judge Rudaynah Ababneh	East Amman First Instance Court
16	Judge Alia Al-Thunibat	North Amman First Instance Court	36	Judge Suhair Abu Dari	Salt First Instance Court

17	Judge Yousef Nafee'	East Amman First Instance Court	37	Judge Hiba Al-Momani	East Amman First Instance Court
18	Judge Omamah Al-Saeedi	Russayfeh Conciliation Court	38	Judge Fatinah Quraishi	Russayfeh Conciliation Court
19	Judge Hamzeh Kanah	Amman First Instance Court	39	Judge Mohammad Al-Nu'mait	Salt First Instance Court
20	Judge Qusai Al-Masri	State Lawyer Assistant/ Ajloun	40	Judge Iman Attiyat	Amman First Instance Court

## Second Day:

	Name	Position		Name	Position
1	Judge Mohammad Al-Homsi	Cassation Court	21	Judge Ahmad Al-Tarawneh	Amman First Instance Court
2	Judge Nasha'at Al-Akhras	Head of Training & Specialization Unit	22	Judge Hanaa' Abu Hamideyyeh	Amman First Instance Court
3	Judge Khaled Samamah	Head of Planning & Development Unit	23	Judge Hiba Abu Jamaah	South Amman First Instance Court
4	Judge Habis Al-Qudah	Jarash First Instance Court	24	Judge Manal Masalmeh	North Amman First Instance Court
5	Judge Raeda Al-Faouri	State Lawyer Assistant/ Salt	25	Judge Bayan Al-Ammarat	East Amman First Instance Court
6	Judge Diyala Obaidat	West Amman First Instance Court	26	Judge Marleen Hijazeen	West Amman First Instance Court
7	Judge Othman Taha	East Amman First Instance Court	27	Judge Ahmad Mahasneh	Ajloun First Instance Court
8	Judge Ali Khudairi	Jarash First Instance Court	28	Judge Iman Al-Harb	Zarqaa First Instance Court
9	Judge Talal Al-Fraihat	Irbid First Instance Court	29	Judge Islam Radaydeh	Irbid First Instance Court
10	Judge Rula Al-Jarajra	State Lawyer Assistant	30	Judge Kafaa Shatanawi	Amman First Instance Court
11	Judge Hadya Al-Duwairi	Irbid First Instance Court	31	Judge Ghadeer Assaf	East Amman First Instance Court
12	Judge Yazeed Nawafleh	Irbid First Instance Court	32	Judge Mohammad Abu Dalou	State Lawyer Assistant/ Zarqaa
13	Judge Mohammad Nawafleh	Zarqaa First Instance Court	33	Judge Mouath Hawamdeh	Ajloun First Instance Court
14	Judge Ehab Al-Syouf	South Amman First Instance Court	34	Judge Alfaisal Al-Thyyab	Salt First Instance Court
15	Judge Manar Hussein	Salt First Instance Court	35	Judge Samia Al-Moghrabi	Amman First Instance Court
16	Judge Mohammad Al-Khawaldeh	Ein Al-Basha Conciliation Court	36	Judge Mahmoud Abdul Bari	State Lawyer Assistant/ S. Amman
17	Judge Rasha Al-Naser	West Amman First Instance Court	37	Judge Satee' Al-Taani	State Lawyer Assistant/ Ajloun



18	Judge Zeid Al-Sahlabi	Sahhab Conciliation Court	38	Judge Ibrahim Al-Khraisha	Zarqaa First Instance Court
19	Judge Saed Al-Tal	North Amman First Instance Court			
20	Judge Safinaz Al-Hayek	East Amman First Instance Court			

## Presentations and Discussion Sessions

A number of the judges participating in the workshop prepared introductory presentations for each topic that were presented to attendees; extensive discussions and debates followed, facilitated and managed by the session facilitator and the director of the Training and Specialization Affairs Unit.

Topic	Assigned Judge 16/10/2011	Assigned Judge 17/10/2011	Duration
Independence of the Judiciary and Trial (litigation) Guarantees	Insaf Abu Mayaleh	Hiba Abu Jama'a	30 minutes
Judicial Conduct and the Relation of the Judge with Lawyers	Inas Omar	Manal Masalmeh	30 minutes
Competence and Capabilities	Wisam Khasawneh	Othman Bani Taha	30 minutes



## Workshop Evaluation

A questionnaire was used as a tool to measure the knowledge and attitudes of trainees across two pillars:

1. **Evaluation of the workshop.** This pillar covered 8 questions that included implementation methodology of the course, the level of achievement of workshop objectives, and trainee interaction.



2. **Supervision of the workshop.** This pillar covered two questions which sought to evaluate the overall atmosphere, coordination and supervision of the workshop from the trainee point of view.

## Key Evaluation Results

### Evaluation of the Workshop

Overall, the evaluation of the workshop by the trainees was positive. 91% of trainees ranked the workshop as very good or good. A low 4% gave it an “average” ranking, and 3% indicated that it was weak. Following are the main evaluation results related to this pillar:

1. The majority of trainees (88%) believed that the workshop improved their knowledge and ranked it as either very good or good. Only 8% ranked it as weak or very weak, followed by 5% who ranked it as medium (average).
2. 98% of trainees believed that the subject of the workshop was pertinent to their work, and advanced their knowledge by a very good or good degree (88%).
3. 89% indicated that the facilitation of the session by the judges, without the presence of a lecturer or the use of traditional training techniques, was positive; they ranked it as either very good or good. Some of the comments indicated that this training methodology highly increased interaction and opinion exchange among participants.
4. 91% of judges believed that the workshop achieved its objectives by a very good or good degree.

Item	Very Good	Good	Average	Weak	Very Weak	Total
The training advanced my knowledge	46.3	41.8	4.5	4.5	3	100
The tools used were clear and beneficial	49.3	40.3	7.5	3		100
Level of importance of the topic in relation to the nature of my work	74.6	22.2	1.6	1.6		
Appropriateness of workshop duration and timing	56.7	31.3	6	3	3	100
Evaluation of workshop venue	80	18.5	1.5			100
Level of achievement of workshop objectives	52.2	38.8	3	4.5	1.5	100
Workshop management and facilitation methodology, without having a lecturer and applying the lecturing methodology	56.9	32.3	4.6	1.5	4.6	100
Workshop management and facilitation, without the presence of a lecturer, increased interaction and opinion exchange among	61.5	27.7	3.1	7.7		100

attendees						
<b>Overall Average</b>	<b>59.7</b>	<b>31.6</b>	<b>4</b>	<b>3.7</b>	<b>3</b>	<b>100</b>

### Supervision of the workshop

1. 94% of judges think that the overall coordination of the workshop, in terms of follow-up and supervision, was very good or good. A small percent, not exceeding 5%, had a different view and believed that the overall workshop coordination was weak.
2. A similar percent (94%) thought that the workshop atmosphere, in terms of venue, was very appropriate.

Item	Very Good	Good	Average	Weak	Very Weak	Total
Overall workshop organization (follow-up and supervision)	73.1	20.9	1.5	3	1.5	100
Workshop atmosphere is appropriate (in terms of location, venue ventilation . . etc)	76.1	17.9	3	1.5	1.5	100
<b>Overall Average</b>	<b>74.6</b>	<b>19.4</b>	<b>2.3</b>	<b>2.3</b>	<b>1.5</b>	<b>100</b>

### Recommendations and Suggestions

1. Judges believed that the absence of a lecturer was good and quite innovative. They wished that such methodology be adopted in future workshops given that it avoids routine and allows participant interaction and learning from others' experiences.
2. Hold courses to communicate with others, particularly those inside the courtroom. Additionally, organize courses on time management during hearings, particularly for newly hired judges.
3. Focus during workshops must be on the practical aspects and the activation of the newly-hired judges' roles.
4. It would have been better if, in this workshop, there were more presentations on behavioral skills and skills related to session management. These skills can only be taught if trainers are highly experienced, competent and credible. Theoretical lectures do not help introduce change, particularly with respect to judicial affairs
5. It was suggested that the trainer present a working paper so that participation is effective by all trainers.
6. Courses should be held to educate judges on international agreements, which Jordan ratified in order to implement and apply them to cases under judicial review.

7. Hold more workshops and meetings with senior-level judges with extensive experience so as to benefit from their knowledge and expertise in trying cases and bringing justice.
8. It is important to consider the timing of the lecture and to coordinate with chief judges beforehand.
9. Organize courses with regards to evidence and judicial psychology.
10. Hold additional courses to develop the skills of judges, particularly the newly-hired ones.
11. The work of a judge is affected by the staff surrounding him/her. It is for this reason that it is important to raise awareness among court staff and employees on mannerism related to working with judges and the court (for example, the bailiff interrupts witnesses and court hearings).
12. Training courses on the use of MIZAN.



13. Establish an office or a committee within the judiciary and the Bar Association to ensure the proper administration of justice by judges and lawyers; incorporate said principles in continuous education programs and raise awareness about the burdens shouldering both sides.
14. Raise awareness on the role of judges and the importance of respecting the judicial system in relation to newspaper ads and TV.
15. Course duration should not be restricted to one day, as some topics require longer time to be adequately covered.
16. Representatives from the Jordanian Bar Association should be present when covering the topic of judicial conduct.
17. Moot court training is needed for training covering the two sides of justice (judges and lawyers) and the means of dealing with both sides in a manner that achieves a balance between both.
18. It is important to hold joint training programs for judges and lawyers to reach points of agreement.
19. Hold courses covering administration and management of judicial work and the relevant laws which must be applied.

20. Organize training courses for conciliation judges on Conciliation Law and procedures that are particular to conciliation cases, such as labor cases, civil status cases as well as criminal cases and new amendments to relevant laws.